

Table A2. Hierarchical linear regression analyses of work-family conflict on working from home - sector and country moderation models

|   | Model 9                 | Model 10                |
|---|-------------------------|-------------------------|
| Working from home (proportion of working month *10) | 0.04***<br>(0.02)       | 0.09*<br>(0.04)         |
| <i>sector (ref: Manufacturing)</i>                  |                         |                         |
| Health care   | 0.05<br>(0.05)          | 0.12***<br>(0.05)       |
| Higher Education                                    | -0.003<br>(0.06)        | 0.01<br>(0.05)          |
| Transport   | -0.03<br>(0.06)         | -0.02<br>(0.05)         |
| Financial Services                                  | -0.07<br>(0.06)         | -0.07<br>(0.05)         |
| Telecommunication                                   | -0.07<br>(0.06)         | -0.01<br>(0.06)         |
| Health care × Working from home                     | 0.01<br>(0.02)          |                         |
| Higher Education × Working from home                | 0.03<br>(0.02)          |                         |
| Transport × Working from home                       | -0.03<br>(0.03)         |                         |
| Financial Services × Working from home              | -0.01<br>(0.03)         |                         |
| Telecommunication × Working from home               | -0.02<br>(0.02)         |                         |
| Female gender                                       | 0.04+<br>(0.02)         | 0.04*<br>(0.02)         |
| Supervisory position                                | 0.19***<br>(0.02)       | 0.17***<br>(0.02)       |
| Job autonomy  | 0.15***<br>(0.01)       | 0.07***<br>(0.01)       |
| Organizational tenure (years)                       | 0.003***<br>(0.001)     | 0.002<br>(0.001)        |
| Flexible schedule (0/1)                             | 0.001<br>(0.022)        | -0.0002<br>(0.021)      |
| Contracted hours (sqrt)                             | 0.14***<br>(0.01)       | 0.12***<br>(0.01)       |
| Commuting time (sqrt)                               | 0.04***<br>(0.005)      | 0.04***<br>(0.005)      |
| Higher educated                                     | 0.06***<br>(0.02)       | 0.03<br>(0.02)          |
| Age   | 0.02***<br>(0.01)       | 0.02*<br>(0.01)         |
| Age2  | -0.0002***<br>(0.00008) | -0.0002***<br>(0.00007) |
| Having a partner                                    | 0.06***<br>(0.02)       | 0.06***<br>(0.02)       |
| Having a young child                                | -0.0007<br>(0.023)      | 0.00082<br>(0.022)      |
| Hours of domestic work (sqrt)                       | 0.04***<br>(0.01)       | 0.03***<br>(0.01)       |
| Organization size (log)                             | -0.01<br>(0.01)         | -0.006<br>(0.01)        |
| <i>country (ref: United Kingdom)</i>                |                         |                         |
| Germany   | 0.28***<br>(0.08)       | 0.25***<br>(0.1)        |
| Finland   | -0.1<br>(0.09)          | -0.14<br>(0.11)         |

|  | Model 9           | Model 10           |
|--|-------------------|--------------------|
| Sweden   | -0.02<br>(0.08)   | 0.06<br>(0.09)     |
| Netherlands  | 0.03<br>(0.07)    | -0.05<br>(0.08)    |
| Portugal   | 0.06<br>(0.08)    | 0.09<br>(0.09)     |
| Spain  | 0.02<br>(0.09)    | 0.02<br>(0.1)      |
| Hungary  | 0.12<br>(0.08)    | 0.24***<br>(0.09)  |
| Bulgaria   | 0.31***<br>(0.08) | 0.42***<br>(0.09)  |
| Managerial support   |                   | -0.09*<br>(0.04)   |
| Ideal worker culture   |                   | 0.39***<br>(0.04)  |
| Proportion of co-workers working from home                     |                   | 0.001<br>(0.03)    |
| Working from home × Managerial support                         |                   | 0.002<br>(0.03)    |
| Working from home × Ideal worker culture                       |                   | 0.01<br>(0.02)     |
| Working from home × Proportion of co-workers working from home |                   | -0.01<br>(0.01)    |
| Germany × Working from home                                    |                   | -0.06<br>(0.06)    |
| Finland × Working from home                                    |                   | -0.04<br>(0.05)    |
| Sweden × Working from home                                     |                   | -0.05<br>(0.06)    |
| Netherlands × Working from home                                |                   | -0.03<br>(0.05)    |
| Portugal × Working from home                                   |                   | -0.04<br>(0.05)    |
| Spain × Working from home                                      |                   | -0.05<br>(0.05)    |
| Hungary × Working from home                                    |                   | -0.09*<br>(0.05)   |
| Bulgaria × Working from home                                   |                   | -0.08<br>(0.06)    |
| Germany × Managerial support                                   |                   | -0.09<br>(0.05)    |
| Finland × Managerial support                                   |                   | -0.02<br>(0.06)    |
| Sweden × Managerial support                                    |                   | -0.09+<br>(0.05)   |
| Netherlands × Managerial support                               |                   | -0.09*<br>(0.05)   |
| Portugal × Managerial support                                  |                   | -0.04<br>(0.05)    |
| Spain × Managerial support                                     |                   | -0.06<br>(0.05)    |
| Hungary × Managerial support                                   |                   | -0.18***<br>(0.05) |
| Bulgaria × Managerial support                                  |                   | -0.09+<br>(0.05)   |
| Germany × Ideal worker culture                                 |                   | -0.06<br>(0.06)    |

|  | Model 9 | Model 10           |
|--|---------|--------------------|
| Finland × Ideal worker culture                         |         | -0.11+<br>(0.06)   |
| Sweden × Ideal worker culture                          |         | -0.15***<br>(0.05) |
| Netherlands × Ideal worker culture                     |         | -0.09+<br>(0.05)   |
| Portugal × Ideal worker culture                        |         | -0.15***<br>(0.05) |
| Spain × Ideal worker culture                           |         | -0.12*<br>(0.05)   |
| Hungary × Ideal worker culture                         |         | -0.1+<br>(0.05)    |
| Bulgaria × Ideal worker culture                        |         | -0.08<br>(0.05)    |
| Germany × Pr. of co-workers working from home          |         | 0.01<br>(0.05)     |
| Finland × Pr. of co-workers working from home          |         | 0.03<br>(0.04)     |
| Sweden × Pr. of co-workers working from home           |         | 0.01<br>(0.04)     |
| Netherlands × Pr. of co-workers working from home      |         | 0.03<br>(0.03)     |
| Portugal × Pr. of co-workers working from home         |         | 0.01<br>(0.04)     |
| Spain × Pr. of co-workers working from home            |         | 0.01<br>(0.05)     |
| Hungary × Pr. of co-workers working from home          |         | 0.003<br>(0.04)    |
| Bulgaria × Pr. of co-workers working from home         |         | -0.03<br>(0.05)    |
| Germany × Working from home × Mangerial support        |         | 0.05<br>(0.04)     |
| Finland × Working from home × Mangerial support        |         | -0.01<br>(0.03)    |
| Sweden × Working from home × Mangerial support         |         | 0.002<br>(0.04)    |
| Netherlands × Working from home × Mangerial support    |         | 0.01<br>(0.03)     |
| Portugal × Working from home × Mangerial support       |         | -0.02<br>(0.03)    |
| Spain × Working from home × Mangerial support          |         | -0.02<br>(0.03)    |
| Hungary × Working from home × Mangerial support        |         | 0.04<br>(0.03)     |
| Bulgaria × Working from home × Mangerial support       |         | -0.01<br>(0.03)    |
| Germany × Working from home × Ideal worker culture     |         | -0.01<br>(0.03)    |
| Finland × Working from home × Ideal worker culture     |         | 0.01<br>(0.03)     |
| Sweden × Working from home × Ideal worker culture      |         | 0.08*<br>(0.04)    |
| Netherlands × Working from home × Ideal worker culture |         | 0.01<br>(0.03)     |
| Portugal × Working from home × Ideal worker culture    |         | -0.01<br>(0.03)    |
| Spain × Working from home × Ideal worker culture       |         | -0.02<br>(0.03)    |

|  | Model 9            | Model 10           |
|--|--------------------|--------------------|
| Hungary × Working from home × Ideal worker culture                 |                    | -0.01<br>(0.03)    |
| Bulgaria × Working from home × Ideal worker culture                |                    | 0.002<br>(0.03)    |
| Germany × Working from home × Pr. co-workers working from home     |                    | 0.01<br>(0.01)     |
| Finland × Working from home × Pr. co-workers working from home     |                    | 0.01<br>(0.01)     |
| Sweden × Working from home × Pr. co-workers working from home      |                    | -0.002<br>(0.01)   |
| Netherlands × Working from home × Pr. co-workers working from home |                    | 0.004<br>(0.01)    |
| Portugal × Working from home × Pr. co-workers working from home    |                    | 0.01<br>(0.01)     |
| Spain × Working from home × Pr. co-workers working from home       |                    | 0.01<br>(0.01)     |
| Hungary × Working from home × Pr. co-workers working from home     |                    | 0.02+<br>(0.01)    |
| Bulgaria × Working from home × Pr. co-workers working from home    |                    | 0.02<br>(0.02)     |
| Intercept  | -1.77***<br>(0.18) | -1.55***<br>(0.16) |
| $\sigma(\text{organization})$                                      | 0.03***<br>(0.02)  | 0.14***<br>(0.02)  |
| $\sigma(\beta(\text{working from home}[\text{organization}]))$     | 0.19***<br>(0.02)  |                    |
| $\sigma(\text{work unit})$   | 0.17***<br>(0.02)  | 0.15***<br>(0.01)  |
| $\sigma(\text{Residual})$  | 0.85***<br>(0.01)  | 0.8***<br>(0.01)   |
| Number of employees  | 11011              | 11011              |
| Number of work units   | 868                | 868                |
| Number of organizations  | 257                | 257                |

Notes: † p<0.10 \* p<0.05 \*\* p<0.01 \*\*\* p<0.01 (2-sided). Estimated on multiple imputed data (M=10).

Standard errors corrected for multiple imputation bias using Rubin's rules and are in parentheses. Models include indicators for survey mode. Source: ESWS